

La Nuova Cooperativa società cooperativa sociale is inspired by ethical principles in all its activities and promotes the values of quality of life, with respect for both the environment and humanity. It has therefore decided to develop and implement a Social Responsibility Management System consistent with the SA 8000:2014 International Standard, pursuing the following objectives:

- to strengthen its role as an "Ethical" Company within the socio-economic context in which it operates, with particular reference to the respect for human beings and market expectations;
- to promote and consolidate internally a corporate culture capable of fostering a balance between economic growth and social responsibility;
- to raise awareness among the parties who collaborate, in various capacities, with La Nuova Cooperativa (workers, consultants, suppliers, Social and Health Care Services, etc.), requiring them, within the scope of the activities carried out in the interest of the Cooperative, to adopt correct, transparent, and non-discriminatory behaviors, in line with the ethical values that inspire it in the pursuit of its corporate purpose;
- to ensure transparency in the relationship between the company and its workers: employees are aware of working in a safe and ethically correct company, committed to protecting and improving their working conditions;
- to improve effectiveness and transparency in the management of corporate activities.

For this purpose, La Nuova Cooperativa declares:

- That it has a Code of Ethics in place, which highlights the elements for valuing its personnel, particularly regarding the following choices made by the Cooperative:
 - not to resort to or support the use of child labour;
 - not to employ underage workers and, in any case, to comply with the regulations in place for the protection of children and adolescents;
 - not to use forced or compulsory labour;
 - not to expose workers to hazardous or harmful situations for their physical and mental health;
 - to protect health and safety in the workplace, as well as the confidentiality of personal data in accordance with current company regulations and applicable legislation;
 - to guarantee all personnel the right to freedom of association and to join a trade union, without any discrimination against trade union representatives and members;
 - not to subject workers to abuse of any kind (physical, sexual, psychological, moral, or verbal) nor to any form of discrimination;
 - to apply the financial and regulatory treatment envisaged by the applicable and specific collective labour agreements and by the provisions of current legislation;
 - to assign its personnel roles and tasks related to their qualifications in compliance with current laws and collective bargaining;
 - to provide adequate professional training, carried out taking into consideration the needs and personal characteristics of each individual;
 - to treat with dignity, respect, and morality every person who collaborates, in various capacities, with La Nuova Cooperativa: workers, consultants, and suppliers;
 - to be open to dialogue with trade unions, demonstrating good faith, a collaborative spirit, and transparency in bargaining with trade union organisations.
- That it has adopted a "Hiring Policy", a document that gathers and details the ethical principles adopted towards the aforementioned employees and members, allowing for clear communication to workers, potential workers, suppliers, and collaborators, thus acting as a guarantee of transparency.
- That it has adopted a "Child Labour Remediation Programme" procedure, a document defining the initiatives that the Cooperative intends to adopt should it become aware of the use of child labour in the activities over which it can exercise influence, in addition to reporting the situation to the relevant Public Administrations and Local Authorities.

La Nuova Cooperativa commits to adhering to and complying with:

- all the requirements of the SA8000:2014 reference standard;
- the Conventions of the International Labour Organisation (ILO);
- the United Nations Convention on the Rights of the Child and the Universal Declaration of Human Rights;
- all relevant National and International Laws, including Legislative Decree 81/08 and subsequent amendments, relating to health and safety in the workplace, and EU Reg. 679/2016 concerning privacy and the processing of personal data;
- the rules of conduct defined within its Code of Ethics.

La Nuova Cooperativa considers:

- its personnel as a strategic resource, guaranteeing respect for their rights and promoting their professional and personal development;
- its suppliers as partners, not only for carrying out the Cooperative's activities but also with regard to Social Responsibility; in this sense, it requires them to share the ethical principles underlying the SA 8000:2014 International Standard, and in particular, it shares with its suppliers the remediation procedures regarding child labour;
- its clients and Citizens' Representative Organisations as a fundamental element of its success, working towards their satisfaction also with regard to Social Responsibility rules.

La Nuova Cooperativa also commits to ensuring:

- the constant monitoring and improvement of its Social Responsibility Management System by defining, during Management Review meetings, specific improvement objectives and verifying their achievement;
- the documentation, implementation, maintenance, and effective communication to all personnel of its Social Responsibility Management System and the results achieved;
- the constant promotion of the ethical principles underlying the SA 8000:2014 International Standard through effective, accurate, and detailed communication to its Clients, Suppliers, and to the Representative Organisations of Workers and Citizens;
- constant and adequate information to interested parties regarding the results of its Social Responsibility Management System.

For communications and/or reports concerning compliance with the ethical requirements defined in this policy, please write to the Social Responsibility Working Group and/or the Supervisory Body and/or the Certification Body SGS Italia and/or the accreditation body SAI using the methods set out below. The information will be treated with the utmost confidentiality.

- sent by email to the dedicated address, which is used exclusively for reports: **sa8000@lanuovacooperativa.it**
- delivered in person and deposited in the special closed box of the SOCIAL RESPONSIBILITY WORKING GROUP (SPT) at the Cooperative's headquarters in Via Carlo Capelli 93, Turin, or the Collegno branch, via Torino Pianezza 29. They can be placed directly into the boxes, without handing them over to anyone, handwritten or in whichever way is most convenient for the writer;
- **sent by ordinary post**, addressed to "SPT- GRUPPO di LAVORO RESPONSABILITA' SOCIALE La Nuova Cooperativa - s.c.s.i.s" Via Carlo Capelli, 93 – 10146 – Turin;
- sent to the Certification Body: SGS ITALIA SPA: **sa8000@sgs.com**;
- sent to the SAI accreditation body: SAAS, 220 East 23rd Street, Suite 605, New York, New York 10010, USA (email: **saas@saasaccreditation.org**).

Torino, 23/09/2026

The President
Barbara Cau

